



Insight

Volume 5, No. 6

U.S. Army Intelligence & Security Command

April 22, 2005

Retention a priority

by Command Sgt. Maj.
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Headquarters INSCOM

Never in the history of our Army have we faced such a competitive personnel environment so rife with the challenge of change. What is true for the Army is thrice-true for the U.S. Army Intelligence and Security Command as we deal with the transformation of the force, the revolution of information and intelligence technology, and the "brain drain" of our workforce.

Our people are some of the most technically proficient professionals available. They – you – are vital to our mission and make up the focus of our thinking, our systems and our organization structures. To paraphrase Gen. Creighton Abrams, "people are not in INSCOM, they are INSCOM."

The same characteristics that make each one of you so valuable to us make you equally valuable to others outside of government and military service. Trust me; leaders across INSCOM understand the temptation of possible higher pay and fewer deployments. But, they also know that what keeps us all coming to work each day in Iraq, Afghanistan, here in the U.S. or at dozens of places around the world, is personal dedication and

the knowledge that our efforts have real tactical meaning to the American forces fighting the Global War on Terrorism.

Our senior leaders spend countless hours game planning methods to retain INSCOM's quality workforce; Soldier and civilian, each component equally important to the continued success of our command. We realize that we cannot match some of the financial incentives our competitors offer; but, we also recognize that money is not the primary driving force in retaining top employees. Good leadership and job satisfaction are equally as important to hiring and keeping first-class people. We believe the members of INSCOM stay because you know your leaders care, the work done at our command is challenging and significant, and because few other organizations provide as great an opportunity to develop your careers, to acquire new skills and leave each day feeling such profound personal fulfillment. We also hope you know how valued you are and how much trust our command and our nation place in you.

In the coming months, we will continue attempts to invigorate both military and civilian retention programs. INSCOM



DA photo

leaders recognize that there is no one tool or incentive that allows for a "one size fits all" approach. What I say to the professionals responsible for maintaining our workforce is this: do the very best you can.

While most Americans are sleeping peaceful at night, let it be known it is because of what all of you in INSCOM do every day. It is because you are providing that service to your country to support the Warfighter and the fight against the Global War on Terrorism.

What I say to our exceptional employees is: never doubt that our Army, INSCOM and our warfighters need you and are grateful for what you do every day. Stay Army, stay INSCOM.

ESC celebrates anniversary

by Spc. Melissa Haydel
66th MI Group

One year after the ribbon cutting ceremony, the European Security Center is significantly contributing to the Global War on Terrorism by supplying intelligence to the nation and deployed forces. To help celebrate its first anniversary, the 105th Military Intelligence Battalion, 66th MI Group, invited family members for a one-time opportunity to view the normally restricted facilities on Dagger Complex, Darmstadt, Germany, April 1.

Lt. Col. Alexander S. Cochran III, commander, 105th MI Battalion, believes it is important to include family members because "with the nature of our work, we can't often talk about work. When we talk on the phone, they can now visualize it."

Before entering the ESC for the ceremony and cutting of the cake, families enjoyed a potluck lunch and an auction designed to raise money for care packages for the battalion's deployed Soldiers.

In a small ceremony, Cochran gave a brief history of the ESC — a continuation of Bad Aibling Station's success during the U.S. mission in the Balkans. Leading up to the ESC's start of operations, over 100 Soldiers, Army civilians, and dependents relocated from BAS to Darmstadt and Menwith Hill Station, United Kingdom.

Cochran awarded three Soldiers and two civilians with



photo by Thom Jester

Cochran and Southworth cut the cake at the anniversary celebration.

certificates of achievement and battalion coins for outstanding contributions to the ESC's mission. Spc. Joseph Conroy, and Spc. Brandon Jones received their awards for exemplary analytical work. Pvt. 1st Class Joshua Beers was recognized for his contributions to mission support in the Army European Technical Control and Analysis Element, which links the nation and the Army in intelligence. Colleen Zamoida and Pete Hall received certificates for their hard work and dedication during the center's first year of operations.

Cochran and Dan Southworth, chief of ESC analysis, officially celebrated

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INSCOM Insight is published bi-weekly as a Command Information e-publication for the men and women of the U.S. Army Intelligence and Security Command under the provisions of AR 360-1.

Opinions expressed herein do not necessarily reflect the views of Headquarters, INSCOM, the U.S. Army, or the Department of Defense. All photos are U.S. Army photos unless otherwise noted.

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Clarifying new E-5 policy

by Brig. Gen. Howard B. Bromberg
Human Resources Command

WASHINGTON (Army News Service) -- There has been much discussion recently regarding Automatic List Integration for promotion to sergeant. I would like to take the opportunity to clear up some misconceptions.

This new policy does not result in automatic promotions nor does it change Army Standards for promotion. Commanders have the responsibility to deny list integration if the Soldier is not trained, or is otherwise unqualified in accordance with the standards outlined in Chapter 3 of the Army Regulation 600-8-19, Enlisted Promotions and Reductions. Unit leadership is still an integral part of the promotion process. The commander makes the final decision on whether the Soldier is ready for increased leadership responsibility. Experience shows that commanders are taking an active role to ensure the quality of the Army's non-commissioned officer corps.

With increased operational requirements due to the Global War on Terrorism, the Army has been struggling with getting otherwise fully eligible Soldiers boarded. Ten years ago, the Army maintained 30 percent of all eligible specialists/E-4s in a promotable status. Today the number has fallen to around 10 percent. This downward trend in promotable Soldiers and the increasing promotion require-

ments have resulted in an increasing number of NCO shortages.

The Soldiers being integrated have at least four years in service and, in many cases two years time in grade, are likely combat veterans and most have reenlisted. These soldiers are fully qualified for promotion to Sergeant. Promotions from this population will only occur in Military Occupational Specialties when the operating strength falls below 100 percent and after all other eligible boarded Soldiers have been selected. Also keep in mind when we are short sergeants in an MOS, someone, a qualified specialist, is stepping

up and doing the sergeant's work, so why not promote and pay them for the job they are doing?

The Army has implemented this policy to ensure a viable population of promotable Soldiers exists in order to meet the increasing demand for NCOs. With only one month of list integrated promotions realized, the number of MOS below 100 percent strength at Sergeant decreased by 20 percent and the number of unrealized promotions due to a lack of boarded Soldiers has been cut in half. At the same time, commanders are making the tough calls to ensure quality is maintained.



file photo

The policy does not automatically promote all specialists to sergeant.

New campaign medals

by Lisa Burgess
Stars and Stripes

ARLINGTON, Va. -- Not quite one year after Congress authorized two new campaign medals to honor service members who have deployed to Iraq and Afghanistan, the Pentagon has come out with the rules governing their award.

The Afghanistan and Iraq Campaign Medals were created by Congress last May, after lawmakers and troops objected to President Bush's 2003 decision to break with tradition and issue universal "Global War on Terrorism" medals, instead of awards centered around specific military operations.

According to criteria issued April 7, in order to earn the Afghanistan Campaign Medal, service members must have served in direct support of Operation Enduring Freedom on or after Oct. 24, 2001, "to a future date to be determined by the Secretary of Defense or the cessation of the operation."

The area of eligibility "encompasses all land areas of the country of Afghanistan and all air spaces above the land," the criteria said.

To earn the Iraq Campaign Medal, servicemembers must have served in direct support of Operation Iraqi Freedom on or after March 19, 2003, with an end date to be determined by the Pentagon.

Kuwait is not included in the Iraq Campaign Medal's area of eligibility, according to a Penta-

gon spokeswoman, Air Force Lt. Col. Ellen Krenke.

For either medal, service members must have been assigned, attached or mobilized to units operating in the areas of eligibility for 30 consecutive days or for 60 nonconsecutive days.

Aircrew members on regular assignment flying sorties into, out of, within or over one of the areas of eligibility, receive one day of credit for each day of operations.

There are two circumstances where members can earn a campaign medal without spending the required amount of time in theater: involvement in combat; or being wounded badly enough to require evacuation from the area of eligibility.

Both medals may also be awarded posthumously.

But no matter how many times a service member is deployed to the same region, they are authorized only one Afghanistan Campaign Medal or Iraq Campaign Medal -- and there are no service stars allowed on either ribbon to mark additional rotations.

Moreover, service members can qualify for both the Iraq and Afghanistan awards, but they must earn them on separate deployments: the same qualifying period of service can't be used for both medals.

However, those who served in either the Afghanistan area of operations between Oct. 24, 2001, and April 30, 2005, or the Iraq area between March 19,



2003, and Feb. 28, 2005, can still earn the Global War on Terrorism Expeditionary Medal.

Such members can also apply to be awarded one of the new campaign medals.

But service members must choose one or the other — no one is allowed to wear both the GWOTE and the Iraq or Afghanistan Campaign Medal "for the same act, achievement, or period of service," according to the criteria.

Members eager to display their new awards should know that the Afghanistan Campaign Medal is positioned below the Kosovo Campaign Medal and above the Iraq Campaign Medal.

The Iraq Campaign Medal is positioned below the Afghanistan Campaign Medal and above the Global War on Terrorism Expeditionary Medal.

To apply for the medals, servicemembers must show a copy of their orders to their military personnel office or flight, which will determine their eligibility.

A race for a cure



file photo

INSCOM is looking for individuals within the command to participate in the Komen National Race for the Cure.

The Komen National Race for the Cure returns to the streets of Washington, D.C., June 4, and for the sixth year the U.S. Army Intelligence and Security Command Federal Women's Program committee invites INSCOM personnel, their families, and friends, to participate as a team.

Teams play an important role in the annual five-kilometer run/walk race. Last year, teams accounted for more than half of

the over 52,000 registered participants. It is through support such as this that the foundation was able to distribute over \$2.4 million in grants for breast cancer research, education, screening and treatment programs.

Registration is available online at <http://www.nationalraceforthe cure.org>. Those wanting to participate on the INSCOM team should select 'join an existing team.'

Type in U.S. Army INSCOM and click search.

For those individuals wanting to help make a difference, but who aren't up for walking or running five kilometers, pledges and donations can be made via the Web site.

Participants may also obtain a registration form from Anne Bilgihan (703-428-4479) or Karen Kovach (703-706-1638). Registration for the event is \$30.

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the center's anniversary by using a saber to cut the cake. The cake was decorated with the 105th MI Battalion's crest, accentuated with the colors green and purple. Green signifies the Army, and purple represents a joint effort between the Army and other branches of military.

To continue the legacy of the ESC's incep-

tion in Bavaria, Cochran presented the last U.S. flag to fly over BAS. The flag will be permanently displayed on a wall inside the ESC.

According to Cochran, the center's first year of operation foreshadows future success within the intelligence community, and he has no doubt it will continue to play a key role in the War on Terrorism.

America supports you



photo by Sgt Luis Lazzara

According to James Lee, the bracelets are purple in honor of the military's Purple Heart Medal.

WASHINGTON, April 6, 2005 -- "Freedom isn't free," asserted San Diego-area businessman James Lee. That's why, Lee said, he's promoting the sales of G.I.-styled bracelets to assist families of servicemembers who've been killed or wounded while serving in the war against terrorism.

The silicon-rubber bracelets bearing the inscription "For Those Who Serve" go for one dollar to five dollars on Lee's Web site (<http://www.gi-bracelet.org/>). The bracelets are the color of the military's Purple Heart Medal.

"Customers can now choose their own purchase price," Lee emphasized, "all of which is donated to charities that support military members and their families. We just want to do something for these families," said Lee, 36, the proprietor of the Internet firm Dreamissary Inc. Many of his employees are married to military members who've served or are now serving in Iraq or Afghanistan, he said. The San Diego area, Lee also pointed out, has a strong military presence.

Lee said the Web site has generated more than \$16,000

in bracelet sales since it was launched March 1. All proceeds are customer-selected for distribution among five charitable organizations: the Fisher House Foundation, Homes for Our Troops, Injured Marine Semper Fi Fund, Intrepid Fallen Heroes Fund, and the Wounded Warrior Project.

Lee said the unique part about his project is that the entire purchase price goes to military charitable organizations. He also noted that people can view updates on the Web site on how their money is allocated.



photo by Pfc. Donald Barnes

Kimmons visits Korea

Maj. Gen. John F. Kimmons, commanding general, U.S. Army Intelligence and Security Command, recognized Sgt. Brent A. Peña, a counter intelligence special agent, and Pfc. Grace E. Foster, intelligence analyst, during his visit to the 501st MI Brigade, Camp Henry, Korea, March 18.

Both 501st MI brigade Soldiers were presented with the commander's coin for their successful work in previous real-world missions.

Be an aide, see the world

The U.S. Army Intelligence and Security Command is looking for the next aide-de-camp to the commanding general.

The current aide-de-camp, Capt. Gregory Ford, is scheduled to depart in June. Ford's replacement must be available to report June 10. A one-week overlap is desired, and the command will adjust the report date upon determina-

tion of the current aide's departure date.

Candidates may come from any intelligence job in the Army - the opening isn't just restricted to current INSCOM personnel. Nominations must be sent to the assistant chief of staff, personnel section, by May 4. Nominations must include a memorandum from the nominee requesting consideration

and endorsement from the Soldier's commander, an official photo and up-to-date officer record brief.

Nominees are encouraged to call and speak with Ford at 703-706-2221 or email him at gjford@inscom.army.mil.

For more information about the nomination process, contact Lynne Bordeleau-Bennett at 703-428-4656.